



# **“DISABILITY IS A NATURAL PART OF THE HUMAN EXPERIENCE...”**

**2011** SPECIAL REPORT TO THE COMMUNITY



**TENNESSEE COUNCIL**  
on developmental disabilities



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*\*The quote from the cover is taken from the Developmental Disabilities Assistance and Bill of Rights Act of 2000.*

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**Developmental disabilities are various conditions that are lifelong and are significant enough to require that an individual have assistance in several areas in order to take part in community life, be independent and productive.**

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**WANDA WILLIS**

*Executive Director*



**STEPHANIE COOK**

*Council Chair*

**COUNCILS ON DEVELOPMENTAL DISABILITIES** were established 40 years ago to provide states with a balanced assessment, through the eyes of citizens themselves, about (1) the effectiveness of federal and state programs that support them and (2) how this assistance could be improved so that individuals with developmental disabilities can remain with their families in the community and be as independent and productive as possible. The Tennessee Council on Developmental Disabilities is an independent office situated in state government to accomplish this task.

The Council is comprised of Tennessee citizens who have a developmental disability, their family members, state agencies, public and private providers, and universities. The Council conducts a comprehensive review and analysis of programs and services available to citizens with developmental disabilities, then, along with additional partners, works to identify potential system improvements or “systems changes”.

A “systems change” is a shift in the way that a community makes decisions about policies, programs and the allocation of its resources—and, ultimately, in the way it delivers services to its citizens. To undertake systems change, the Council builds collaborative bridges among multiple agencies, community members and other stakeholders.

The role of the Council is even more important during economic downturns. When funds are spent solely to deliver services, their impact is limited to the people who receive those services. But when funds also are devoted to “systems change”, their impact can and should extend beyond a single program to multiple programs, agencies, people who receive services and to the entire community.

This special report describes initiatives of the Tennessee Council on Developmental Disabilities over the past year. The Council has a long history of improving systems and services to Tennesseans with developmental disabilities in the areas of child care services, support to families to enable them to keep their family member with a disability at home, housing and homeownership opportunities for adults with developmental disabilities, supported employment services for those who were once thought to be ‘unemployable’, public education programs, centralized disability resource information, and assistance to Hispanic and other underserved citizens. Most importantly, the Council provides a means to connect service recipients, stakeholders, state agencies, disability experts and policymakers together to evaluate and improve disability services, our communities and our State.



# CONTINUING EDUCATION

## **NEW POSTSECONDARY OPTIONS FOR STUDENTS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES**

The majority of students with developmental disabilities have few options to continue their education or pursue job training after high school. Two Council initiatives demonstrate approaches that use existing funds to bring about more opportunities and better outcomes.



## PROJECT OPPORTUNITY

In collaboration with Vanderbilt Children's Hospital, the Division of Rehabilitation Services, Metro Nashville and Williamson County Public School Systems and the Department of Education, the Council developed a program that provides job training and experience to selected high school students from Davidson and Williamson counties. Following the one-year program, as many as 90% of the students are hired into jobs at Vanderbilt Children's Hospital.

"Project Opportunity has provided a win-win program for Vanderbilt Medical Center as well as the graduates who have been hired. It has opened up a pool of very capable future employees that we had not fully tapped. We now have 21 graduates of the program currently working in full- or part-time positions in multiple areas of the hospital."

—**TERRELL SMITH MSN, RN**; Director, Patient and Family Centered Care, Vanderbilt University Hospital and Clinics



## NEXT STEPS AT VANDERBILT

A national trend to create postsecondary programs for students with intellectual and developmental disabilities on college campuses emerged during the last decade. In January 2010, the Council awarded a competitive grant to Vanderbilt University to create Tennessee's first campus-based postsecondary program for students with intellectual disabilities. The two-year, non-degree program has become a national model and offers selected students the opportunity to participate in certain college classes, life skills classes and career training programs at Vanderbilt and the Tennessee Technology Center.

"I really believe that the incorporation of students with intellectual disabilities on our campuses is going to make our campuses and our society a much richer place to be, and one that is truly understanding and inclusive."

—**SHARON SHIELDS, PhD**, Vanderbilt Professor of Human and Organizational Development



# HEALTH AND WELLNESS

## NEW OPPORTUNITIES FOR HEALTHIER LIFESTYLES

Tennesseans with developmental disabilities often do not have access to needed health care services. Three Council initiatives demonstrate partnerships in the community that have resulted in benefits for people with developmental disabilities and for the community as well.



## PROJECT OPEN WIDE

For the majority of Tennesseans with developmental disabilities, adequate preventive dental care remains out of reach. There is a misperception that specialized, sedation dentistry is required; therefore, few dental providers in our community will treat a person who has a significant developmental disability. As for all of us, poor dental care eventually leads to bigger and more serious health problems. The Council conducted a year-long study of issues surrounding dental care for individuals with developmental disabilities. A competitive grant was awarded to Orange Grove Center in Chattanooga for Project Open Wide, which is in its third year. The project includes the following activities:

- Dental clinic where dental clinicians demonstrate best practices in serving patients with developmental disabilities;
- Internships for dental hygienists and visiting dentists to receive hands-on experience in treating patients with developmental disabilities;
- Training in proper dental hygiene for direct support professionals who provide assistance to individuals with developmental disabilities; and
- Dispelling the myth that sedation dentistry is required for a person who has a developmental disability.

“For years, our dental colleagues have warned us that inadequate dental care has a greater impact on the body than we recognize. Project Open Wide at Orange Grove Center and the State of Tennessee has all the tools necessary to be national and, indeed, world leaders in the dental care of people with ID/DD.”

—**MATT HOLDER, MD, MBA,**  
Executive Director, American Academy of  
Developmental Medicine and Dentistry, Global  
Medical Advisor, Special Olympics, Inc.

## PROJECT HEALTH

Physical exercise and nutrition are significant parts of community life these days, as well as a vital component of personal health care practices. For many people with developmental disabilities, access to daily physical activities is limited at best. Through the vision of a local businesswoman, the Sports4All Foundation was formed to respond to this issue by opening doors to exercise opportunities and better nutrition habits for individuals with developmental disabilities. A small grant from the Council funded Project HEALTH to provide opportunities for individuals with developmental disabilities to learn about and participate in regular exercise activities. In the past year, Project HEALTH staff were recognized as a key partner in the Tennessee Department of Health’s Obesity Task Force, presented at the Tennessee Recreation and Parks Association Conference and the Tennessee Disability MegaConference.

“MTSU’s Office of Health & Human Performance is excited to be involved with this program. The Sports4All Foundation continues to seek interns from various departments at MTSU to facilitate the growth of Project HEALTH in Middle Tennessee.”

—**SCOTT H. COLCLOUGH, PhD,**  
Department of Health & Human Performance,  
Professor of Physical Education, MTSU

## NEXT CHAPTER BOOK CLUBS

Recreation and leisure activities bring balance to our lives and are important components of a healthy lifestyle. Leisure time allows us to do what we want to do, away from work and other commitments—it contributes to our sense of identity and personal autonomy. The Next Chapter Book Club, which originated at the Ohio State University Nisonger Center, was launched in Tennessee by the Council on Developmental Disabilities. Four grantees received funding to develop and support book clubs for adults and adolescents with disabilities in their areas.

Each book club has a trained facilitator to assist the members. Book club members choose the books they want to read and the meeting place for their book club. Members do not have to be able to read—the facilitator can read while members follow along, or the members take turns reading paragraphs from the selected book. Members discuss the books they read, talk about related topics, and occasionally decide to do other activities together, such as seeing a movie or having dinner out. Clubs meet weekly.

The Next Chapter Book Club coordinators are located at The Arc of Williamson County, the Memphis Center for Independent Living, the East Tennessee Technology Access Center and East Tennessee State University.

“I like coming to book club and it is one of my goals to get out in the community. I like reading and having fun with everyone.”

—**A BOOK CLUB MEMBER**



# COMMUNITY LIFE

## **NEW OPTIONS EVERYONE CAN USE**

Most everyone is aware that over the past two decades people with developmental disabilities have moved out of large hospital-like institutions into homes in the community. Finding accessible community housing is a challenge, especially for people who use wheelchairs and walkers. The aging of the American population also has resulted in a significant number of seniors who plan to remain in their own homes as they age and need homes that are safe and free of barriers. The result is a growing and broad-based demand in our communities for housing that is convenient and has accessible features.

## EASYLIVING HOMES OF TENNESSEE

Over the past three years, Tennessee has successfully promoted the concept of 'visitability' in the public and private market. Visitability means that a house has characteristics that allow ease in entering and moving about the house. These conveniences are useful in a number of situations: pushing a baby stroller, moving heavy items in and out of the house, and welcoming a visitor, older family member or a neighbor who has a physical disability or is frail. EasyLiving Homes of Tennessee is a partnership between the Council, ARCH, Inc., of Johnson City (Appalachian Regional Coalition

on Homelessness), and a working group of public and private organizations, including the Tennessee Housing Development Agency (THDA), AARP of Tennessee, and Tennessee homebuilders and realtors, who have adopted certification standards for 'visitabile' homes. Over 400 homes statewide have been certified as visitable and 17 Tennessee homebuilders and related businesses are affiliated with the EasyLiving Homes of Tennessee organization.

### TENNESSEE HOMEBUILDER

"I would like to thank the Council and the EasyLiving Home Task Force for the continuing success of the EasyLiving Home program. In 2010, Goodall Homes had our best year in the nation's toughest real estate market in large part due to this wonderful program. These homes represent an opportunity rarely seen before—wheelchair accessibility for the present, if needed for the future, and a home that friends and family who are wheelchair users may visit with ease."

—**BOB GOODALL**, President, Goodall Homes

### TENNESSEE REALTOR

"As a realtor and national instructor for a designation that focuses on working with seniors and their families, I can attest to the critical importance of an accessible home. Individuals and families of all age ranges can benefit from a home that is easy to get in and out of, and easy to live in. There are untold advantages to having a house that allows people to live in a comfortable home that meets their needs today, and in the future."

—**RUTH FENNELL, SRES(R), SPHR, MA**, Recipient, Distinguished Service Award, National Association of REALTOR, November, 2008

### TENNESSEE AARP

"AARP has for many years advocated for the universal design concept for home building and modification. That is why we have been supportive of the Council and EasyLiving Homes in Tennessee—to ensure that features in new home construction are cost effective, attractive, convenient and visitable for everyone—not just older individuals or those with physical disabilities. "

—**REBECCA B. KELLY, MPA**, State Director, AARP Tennessee



# EMPLOYMENT

## SETTING GOALS, INCREASING EXPECTATIONS

Even during economic downturns, increasing employment statistics for people with disabilities is a reasonable and achievable goal. People with developmental disabilities tend to be overlooked and underrated as prospective employees. Yet statistics about people with disabilities who are employed show a higher level of reliability and longevity on the job. Low achievement in this area often is more related to our low expectations and lack of employment training skills rather than the ability of people with developmental disabilities.

Job exploration, development and training for an individual with a developmental disability require skill and considerable time investment on the part of service providers. Most individuals with developmental disabilities have little experience and awareness about job preferences and their own skills. They typically have not explored work through summer jobs, internships and other experiences that help us discover our own career paths.

The Council on Developmental Disabilities has a long history of introducing and promoting employment initiatives for Tennesseans with intellectual and developmental disabilities. From the first supported employment programs of the early 1980s, to efforts to educate and involve businesses in the '90s, to self-employment pilot projects in the 2000s, the Council has led initiatives that involve government agencies, private businesses, universities and leading experts

in efforts to increase job opportunities for people with developmental disabilities. Over the past 10 years, the Tennessee Employment Consortium, through grants and leadership from the Council, increased employment of service recipients of the Department of Intellectual and Developmental Disabilities from 7% to a high of 24%.

During the past year, the Council convened several study groups to figure out how to move employment statistics to the next level. In all cases, modest and short-term grants are used to bring in expertise and training to help Tennessee more efficiently use government funds for employment development and training. The goal is always to work together to find better ways of using existing resources to achieve more powerful outcomes.



“The dignity of being productive that comes from employment is incredibly valuable.”

—**DORIA PANVINI**, The Arc of Tennessee and parent of a supported employee

“The future is bright for expanding employment opportunities for jobseekers with disabilities, including intellectual and developmental disabilities. The question for policymakers and practitioners is: Will we be able to respond if a company like Walgreens calls and says that it wants to hire 250 people with disabilities?”

—**ROBERT NICHOLAS**, National Disability Employment Consultant and Tennessee resident



# IMPROVING POLICIES & PRACTICES

Through ongoing evaluation, research and networking, we learn about new, more effective and efficient practices to use in serving individuals with developmental disabilities. This process always involves the community, providers, state agencies, universities, people who use the services, and local and national experts. Often we use a pilot or demonstration project to try out a new practice in Tennessee. Several current Council demonstrations have shown excellent results and promise for implementation on a system-wide basis.



## “PERSON-CENTERED” ORGANIZATIONS AND SYSTEMS

“Person-centered” practice is not a new idea. A person-centered organization, however, goes a step further by using management tools to promote organizational policies and daily decision-making that support person-centered practices throughout the organization. Direct support staff, middle and senior management, and even fiscal and human resource staff use tools that enhance communication and promote an organization whose policies and practices are person-centered. The Person-Centered Organizations and Systems Initiative in Tennessee takes person-centered practice to a higher level by involving all service system participants, from the individual receiving services to direct, management and executive provider personnel, to the State Department of Intellectual and Developmental Disabilities Central and Regional Office staff, including the Commissioner. All participants regularly attend Leadership Team meetings to consider improvements to policies and practices that would facilitate services that are person-centered. Due to the Council’s project, Tennessee was one of six states chosen to participate in a national Person-Centered Systems Project and has received high accolades for our commitment to this initiative.

“Tennessee has developed a structured way of listening carefully to the people who use the services and to those providing the services. This has been done by developing partnerships with representatives of all of the key participants. Tennessee has made changes that improve the lives of all people.”

—**MICHAEL SMULL**, Director, Support Development Associates; Co- creator of and Consultant for Essential Lifestyle Planning; International Expert in Person Centered Thinking Skills.



## MICROBOARDS AND HUMAN SERVICE CO-OPS

Most Tennesseans who have an intellectual disability and who receive services from government-funded programs to help them remain with family or live on their own get those services from community-based private nonprofit agencies. The community agencies have provided day and residential services to Tennesseans with intellectual disabilities since the early 1970s. In the past decade, human service programs introduced the concept of service recipients taking on more responsibility for receiving and spending funds for their services. The service recipients hire and manage their own support staff, with the help of a fiscal overseer, thus eliminating the need for middle management. Two Council initiatives have helped Tennessee explore the concept of individuals taking more responsibility for managing and accounting for their government-funded services.

Microboards are nonprofit agencies that are incorporated and licensed providers. They are led by a board of directors that is responsible for providing services for one individual. A Microboard may receive government funds to purchase services, hire and manage staff, and, like other providers, is fully accountable and must meet state monitoring standards. Currently,

29 microboards receive funding to provide and manage services for the individual they serve. Microboards receive excellent scores on state monitoring standards.

Human Service Co-ops are businesses operated by people who share an interest in and need for a commodity—in this case, services to support co-op members who have a disability. The Co-op becomes incorporated and the members govern the corporation. Members explore options to share staff, transportation and other supports they use. The Co-op is accountable for any government funds they use. Currently, there are three Human Service Co-ops in Tennessee.

Both Microboards and Human Service Co-ops are new concepts in Tennessee, but both show promise as efficient, economical and consumer-friendly options for individuals with developmental disabilities and their families. The Tennessee Microboard program was one of seven international programs cited as most promising practices in a 2007 report produced by the Institute for Community Inclusion at the University of Massachusetts in Boston, and funded through the U.S. Department of Labor's Office of Disability Employment Policy (ODEP).

"The most obvious benefit for us in creating this Microboard is that we select and hire the staff to care for Joy Beth. We train the staff with mandated state training, emphasizing Joy Beth's special needs. The Microboard has been ideal in allowing Joy Beth's siblings, their spouses and children to have an active role in her care. Joy Beth's quality of life has dramatically improved."

—**DEL RAY** and **MADELINE NICHOLS**, Parents of Joy Beth and founders of Joyful Care, Inc., Tennessee's First Microboard



## REPLACING OUTDATED LANGUAGE IN TENNESSEE LAWS

The Council, in conjunction with five other advocacy agencies that constitute the Disability Policy Alliance of Tennessee, worked for two consecutive years to replace outdated language in Tennessee laws with more respectful words. In 2010, the Alliance developed legislation that changed “mental retardation” to “intellectual disability” in Titles 33, 39, 41, and 49 of the Tennessee Code Annotated. This legislation was passed by the General Assembly and was signed by the Governor. The Council and the Disability Policy Alliance helped The Arc Tennessee with the development of legislation in 2011 that changed “mental retardation” to “intellectual disability” in the remainder of Tennessee Code. This legislation was passed by the General Assembly and was signed by the Governor.

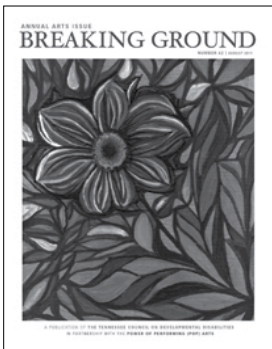
The Disability Policy Alliance developed legislation in 2011 that replaced outdated language in Tennessee Code such as “handicapped”, “idiot”, “lunatic”, “imbecile”, “unsound mind” and “crippled”. This legislation was passed by the General Assembly and signed by the Governor.

## FAMILY SUPPORT PROGRAM

The Family Support Program was created in 1992 by the Tennessee General Assembly to provide modest stipends to help cover disability-related costs experienced by individuals with developmental disabilities and their families. The program has helped thousands of Tennesseans remain in their homes and avoid placement in institutions or nursing homes. Education and advocacy about the families served through the Family Support Program has helped to sustain the program in austere times. The Alliance for Disability Policy continues to work with policymakers to find long-term solutions to ensure the future of this program for future generations of Tennesseans.

## DEPARTMENT OF INTELLECTUAL AND DEVELOPMENTAL DISABILITIES

The Council and the Disability Policy Alliance have been working since 2005 to help obtain services for all persons with developmental disabilities in Tennessee. One of the recommendations identified in the “Fulfilling the Promise” report (2007) was that responsibility for administering services for persons with developmental disabilities should be assigned to the Division of Mental Retardation Services. Legislation passed in 2010 to convert the Division of Intellectual Disabilities Services (formerly the Division of Mental Retardation Services) to a full department that would be called the Department of Intellectual and Developmental Disabilities (DIDD). This legislation took effect in January 2011 and, as a result, DIDD took on the responsibility for planning for, developing, coordinating and overseeing services to persons with all developmental disabilities, not just intellectual disabilities.



# INFORMATION

Keeping up with current information is challenging but vital for effective decision-making in any field. Whether you are an individual with a developmental disability, a parent or family member, or a service provider, you need up-to-date information about services and issues that affect your life or work. The Council makes several excellent disability information resources available to all Tennesseans, as well as people from other states who may be relocating to Tennessee.

## TENNESSEE DISABILITY PATHFINDER

Tennessee Disability Pathfinder is Tennessee's single statewide information source for individuals with developmental disabilities and their families. A program launched by the Council with Vanderbilt Kennedy Center nearly 15 years ago, Pathfinder maintains a database of over 1,900 agencies and numerous services that may be useful to individuals with developmental disabilities and their families. Tennesseans can access information from Pathfinder in a number of ways: an 800 number, where personal assistance is provided to callers, a web-based inventory of services and an on-line directory. Pathfinder has been recognized nationally for its outstanding website and services. During the past year, Pathfinder staff received 2,374 information requests by telephone and email. The Pathfinder website received more than 90,911 'hits' from 67,696 unique visitors, which is over 30,000 more visitors than the previous year.

## CAMINO SEGURO AND MULTICULTURAL PROJECT

The number of Tennessee families who are Hispanic or Latino has doubled over the past 10 years. In 2000, the Council received a national grant to develop a strong multicultural component for Tennessee Disability Pathfinder, which ultimately became Camino Seguro. Camino Seguro has bilingual staff who work directly with Hispanic families

to help connect them with supports for family members with developmental disabilities. In 2011, 262 bilingual providers were added to the Camino Seguro database, which registered 720 unique visitors. Camino Seguro West was formed 6 years ago to provide additional outreach and training to Hispanic families in West Tennessee. The UT-Memphis Boling Center for Developmental Disabilities received a grant from the Council that assisted local partners in responding to the need for bilingual and bicultural services in the Memphis community.

As a part of the Multicultural Project launched in 2011, over 40 multicultural resources that work with non-Spanish-speaking immigrants and refugees were identified, and 30 refugees and immigrants from Iran, Kurdistan, Egypt and Russia needing community services were assisted. In collaboration with Catholic Charities refugee resettlement program, Pathfinder developed a multilingual flier for nine different countries with the largest refugee populations in Tennessee.

"I am proud of our accomplishments and proud of our community of service providers. They engage by sharing their experience, time and talents with generosity to the project because they truly believe that this initiative is a very important, needed service to the Latino community in West Tennessee.

—LUISA RAMÍREZ DE LYNCH, PT, DPT,  
Camino Seguro West

## BREAKING GROUND

This Council on Developmental Disabilities' magazine informs a broad audience about Council activities, disability issues and innovative programs for individuals with disabilities. A "Tennessee Spotlight" section identifies the accomplishments of individuals with disabilities or family members.

"It is a great source of information for individuals, families and agencies."

"Reports on hope, success and ongoing positive changes for people with developmental disabilities."

—READERS' COMMENTS

## LEGISLATIVE MONITOR

The *Legislative Monitor* is a publication produced by The Arc Tennessee that provides information on federal and state legislative and public policy issues that affect persons with disabilities and their families. Twelve issues are published each year, with nearly 4,000 copies of each issue distributed.

"The Legislative Monitor helps me understand better... gives me a chance to keep up with law changes and rules."

—READER'S COMMENT



# LEADERSHIP DEVELOPMENT

Staying abreast of disability issues and best practices, and understanding the many programs, supports and funding sources available throughout the community requires constant research and study. The Council offers several opportunities for private citizens as well as policymakers and professionals to be informed about disability policy and practice in Tennessee and nationally.

## PARTNERS IN POLICYMAKING™ AND YOUTH LEADERSHIP FORUM

The Council provides a Leadership Institute specifically for Tennesseans who have developmental disabilities and their family members. Partners in Policymaking is an intensive educational program offered over 7 weekends from September to April each year. Thirty applicants are selected to attend educational sessions with state and national disability experts.

The Youth Leadership Forum is a weeklong summer camp, held on the campus of Vanderbilt University, for Tennessee high school students who have a developmental disability. Twenty students are selected from a pool of applicants. During the week, students have an opportunity to meet adults with disabilities and learn about career planning, how to advocate for what they need, and effective communication techniques.

“Advocacy is not just about my child or someone with a disability—it is about positive change for society in general.”

—09-10 Partners participant

“I learned that I have the ability and capability to have an effect on my community. I feel more confident than I was when I came.”

—YLF 2010 Graduate

## SELF-ADVOCACY

A national priority for State Councils on Developmental Disabilities is supporting self-advocacy organizations. A self-advocacy organization is one whose members are all people with intellectual or other developmental disabilities. Self-advocacy organizations are important because they provide individuals with intellectual and developmental disabilities a peer support group with opportunities to learn how to take active roles in their service planning (required by state and federal standards), how to become involved in their communities, how to communicate with others and how to work with others to improve services. The organizations are also an important source for networking and socializing with friends.

**People First of Tennessee:** Currently there are 27 local self-advocacy chapters with 299 members statewide. The Council funded a project to help People First of Tennessee accomplish statewide advocacy goals.

**People Planning Together:** This training program for self-advocates teaches them how to develop their own person-centered plan. The trainers themselves are people who have a developmental disability. The Council supports efforts to expand this highly successful program across the state so that more self-advocates are able to talk about what is important to and important for them as they plan their support services.

**Tennessee Allies in Self-Advocacy:** This new group is a developing association of self-advocates and self-advocacy organizations that are uniting together to create a comprehensive self-advocacy network for people across the spectrum of disabilities. The group is working to establish self-advocacy resource centers that will be available to support self-advocates and self-advocacy organizations across the state.

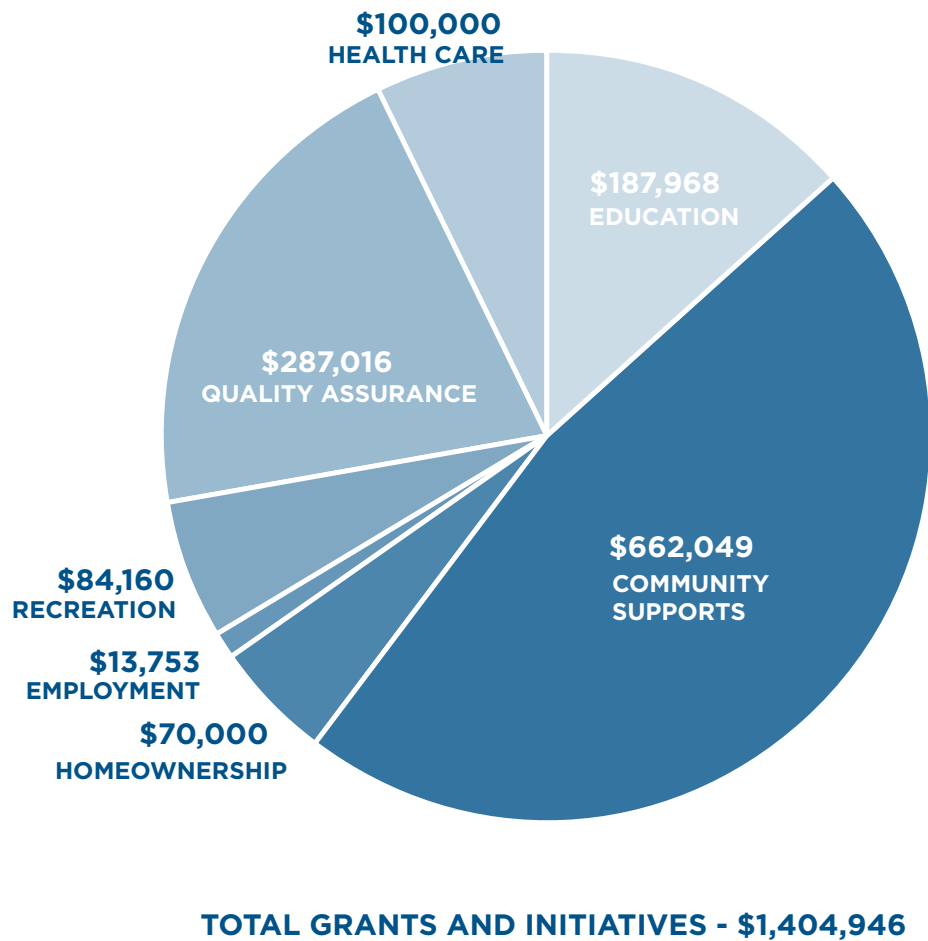
## TENNESSEE DISABILITY MEGACONFERENCE AND CONSUMER EDUCATION STIPENDS

The Council is a primary sponsor of the annual Disability MegaConference that draws over 550 professionals and private citizens from Tennessee communities. Participants have opportunities to engage in discussions about issues and explore ideas to improve services. The Council provides stipends to citizens who would otherwise not be able to participate and hear state and nationally known experts in the disability field.

“After attending a session concerning the legislative process, I have become more aware of the importance of serving as an advocate for people with disabilities—including myself—by communicating our needs and interests to legislators.”

—MEGAN HART, MegaConference attendee

The Council also makes education stipends available to Tennesseans with developmental disabilities and their family members so that they can attend conferences and seminars that they typically would not attend. While professionals in the disability field often hear experts speak, average citizens who live with a disability on a daily basis do not have the same access. The Education Stipends assisted over 300 Tennesseans, all individuals with a developmental disability, parents or other family members, to attend state and national disability conferences last year.



## COUNCIL GRANT PROGRAM

During FY 2011, the Tennessee Council on Developmental Disabilities invested approximately 73% of its congressionally appropriated funds in grants and projects that directly benefit Tennesseans with disabilities and their families. These funds are tied to specific outcomes in areas such as education, employment and community supports for people with disabilities and their families.

## COUNCIL STAFF AND OPERATIONS

Nine Council staff oversee implementation of Council goals on a daily basis. Staff and Council members are influential in improving public policy and practices, providing leadership development and building capacity of public and private entities to better support Tennesseans with disabilities. Operational funds are carefully managed to assist staff and Council members in planning, evaluating and utilizing Council resources to have the greatest impact.

## COUNCIL INVESTMENTS

### AREAS OF EMPHASIS:

Education - \$187,968

Community Supports - \$662,049

Homeownership - \$70,000

Employment - \$13,753

Recreation - \$84,160

Quality Assurance - \$287,016

Health Care - \$100,000

**TOTAL GRANTS AND INITIATIVES - \$1,404,946**

STAFF - \$314,269

OPERATIONS - \$205,552

# CONCLUSION: LOOKING FORWARD

In August 2011, the Tennessee Council on Developmental Disabilities adopted a new State Plan to guide its work for the next five years. This plan focuses on three major goal areas:

- **LEADERSHIP DEVELOPMENT**
- **SERVICE SYSTEM IMPROVEMENT**
- **INFORMATION AND OUTREACH**

Many of the projects and initiatives mentioned in the previous pages will continue to be supported by the Council, as these particular efforts embody the new vision provided by these three goals. Other new and innovative projects currently are being developed that further support the Council's priorities for the next five years. The Tennessee Council on Developmental Disabilities will continue to work in communities across Tennessee to build connections and change systems to achieve long-term meaningful and sustainable improvements for Tennessee and its citizens with developmental disabilities.

## VANDERBILT UNIVERSITY

Vanderbilt Kennedy Center  
PMB 40  
230 Appleton Place  
Nashville, TN 37203-5721

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## MEMBERSHIP AND STAFF

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Barron A. Garrett, McMinnville  
Nancy Hardin, Dyersburg  
Pamela Huber, Kingsport  
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Department of Education,  
Division of Special Education  
Jim Henry  
Department of Intellectual and  
Developmental Disabilities  
Ted R. Fellman  
Tennessee Housing Development Agency  
E. Douglas Varney  
Department of Mental Health

### Richard Kennedy

Commission on Children and Youth  
Kathy Zamata  
Commission on Aging and Disability  
Michael D. Warren  
Department of Health,  
Maternal and Child Health  
Patti Killingsworth  
Bureau of TennCare

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University of Tennessee Boling Center  
for Developmental Disabilities  
Elisabeth Dykens  
Elise McMillan  
Vanderbilt Kennedy Center for  
Research on Human Development

### PROTECTION & ADVOCACY

Shirley Shea  
Disability Law & Advocacy Center of Tennessee

### LOCAL NONGOVERNMENTAL AGENCY

Alexander N. Santana  
Multicultural Project

### COUNCIL STAFF

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